

**WALA, WMBP-LD**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Breaking News/Traffic Anchor	1-2, 4-6, 8-9, 11, 13, 15, 18, 20, 22-23, 25-29, 34, 37, 39, 45, 50-52, 54-56, 59, 61-64, 66-67, 70-71, 73	20
News Producer	4-9, 11, 13, 16-17, 22-23, 26-29, 31-32, 34, 37, 39, 45, 50-52, 54-56, 59, 61-64, 66-67, 70, 73	32
News Producer	1-6, 8-9, 11, 13, 17-18, 23, 25-28, 32-34, 37, 39, 45, 50-52, 54-56, 59, 61-64, 66-67, 70, 72-73	33
Assignment Manager	1-2, 4-9, 11, 13, 17, 20, 23, 26-28, 31-32, 34, 37, 39, 45, 50-52, 54-56, 59, 61-64, 66-67, 70, 72-73	20
Local Multimedia Sales Manager	4-6, 8-9, 11, 13, 17, 21, 23, 26-28, 32, 34, 36-37, 39, 45-46, 50-52, 54-56, 59, 61-64, 66-67, 70, 72-73	36
Marketing Producer	1-2, 4-9, 11, 13, 17, 22-23, 26-28, 31-32, 34, 37, 39, 45, 50-52, 54-56, 59, 61-64, 66-67, 70, 72-73	22
Multi-Media Journalist - Mornings	1-2, 4-6, 8-9, 11, 13, 17-20, 23, 26-28, 31-34, 37, 39, 45, 49-52, 54-56, 59, 61-64, 66-67, 70, 72-73	33
Photographer - Videographer	1-2, 4-6, 8-9, 11, 13, 17, 20, 22-23, 26-28, 32, 34, 37, 39, 45, 50-52, 54-56, 59, 61-64, 66-67, 70, 72-73	17
News Producer	1-2, 4-6, 8-9, 11, 13, 17, 23, 26-28, 31-32, 34, 36-37, 39, 45, 50-52, 54-56, 59, 61-64, 66-67, 70, 72-73	32
Account Executive (Experienced)	1-2, 4-5, 8-9, 11, 13, 17, 23, 26-28, 31-32, 34, 39, 45, 50-52, 54, 56, 59, 61-64, 66-67, 70, 72-73	32
Meteorologist	1-2, 4-5, 8-9, 11, 13, 17, 20, 22-23, 26-28, 31-32, 37, 39, 45, 50, 52, 54-55, 59, 61-64, 66-67, 70, 72-73	20
NEWS PRODUCER (PRIMARY) - WALA	1-2, 4-6, 8-9, 11, 13, 17, 23, 26-28, 31-32, 34, 36-37, 39, 45, 50, 52, 54-56, 59, 61-64, 66-67, 70, 72-73	36
SALES ASSISTANT - WALA	1-2, 4-6, 8-9, 11, 13, 17, 22-23, 26-28, 31-32, 37, 39-40, 45, 50, 52, 54-56, 59, 61-64, 66-67, 70, 72-73	32
NEWS PRODUCER (PRIMARY) - WALA	4-9, 11, 13, 17, 20, 23, 26-28, 31-32, 34, 37, 39, 45, 50, 52, 54-56, 59, 61-64, 66-67, 70, 72-73	20

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
ACCOUNT EXECUTIVE (Entry-Level) - WALA	1-2, 4-6, 8-9, 11, 13, 17, 20, 23-24, 26-28, 31-32, 34, 37, 45, 47, 50, 52, 54, 56, 59, 61-64, 66-67, 70, 72-73	24
IT MANAGER - WALA	1-2, 4-6, 8-9, 11, 13, 17, 20, 23, 26-28, 31-32, 34, 37, 39, 45, 50, 52, 54-56, 59, 61-64, 66-67, 70, 72-73	32
TRAFFIC COORDINATOR - WALA	1-2, 4-6, 8-9, 11, 13, 17, 22-23, 26-28, 31-32, 34, 37, 39, 50, 52, 54, 56, 59, 61-64, 66-67, 70, 72-73	22
NEWS PRODUCER (PRIMARY) - WALA	1-2, 4-6, 8-9, 11, 13, 17, 22-23, 26-28, 31-32, 34, 37, 39, 45, 50, 52, 54, 56, 59, 61-64, 66-67, 70, 72-73	22
ACCOUNT EXECUTIVE (Entry-Level) - WALA	4-5, 7-9, 11, 13, 17, 22-23, 26-28, 31-32, 34, 37, 39, 45, 50, 52, 54-56, 59, 61-64, 66-67, 70, 72-73	32
ACCOUNT EXECUTIVE (Entry-Level) - WALA	4-5, 7-9, 11, 13, 17, 22-23, 26-28, 31-32, 34, 37, 39, 45, 50, 52, 54-56, 59, 61-64, 66-67, 70, 72-73	22
ACCOUNT EXECUTIVE (Experience) - WALA	1-2, 4-6, 8-14, 17, 23, 27-28, 30-33, 35, 37-39, 41-45, 47-48, 50, 52-54, 57-70, 72-74	33

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	AAF Mobile Bay P.O. Box 681 Mobile, Alabama 36601 Phone : 2514211538 Donna Howell Manual Posting	N	0
2	AAF Pensacola P.O. Box 12474 Pensacola, Florida 32591 Phone : 251-434-1010 jahna jacobson Manual Posting	N	0
3	ALABAMA Media Group 1731 1ST Avenue North Birmingham, Alabama 35203 Url : www.al.com Kim King Manual Posting	N	0
4	Alabama A&M University 4900 Meridan St. N Huntsville, Alabama 35811 Phone : 12514341013 Donna Howell Manual Posting	N	0
5	Alabama Broadcaster Assoc. 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://www.al-ba.com Email : lrice@al-ba.com Fax : 1-205-982-0015 Lesa Rice	N	0
6	Alabama Career Center System 515 Springhill Plaza Mobile, Alabama 36608 Phone : 251-461-4146 Fax : 1-251-461-4443 Terrence Brown Manual Posting	N	0

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7	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
8	Auburn University 303 Martin Hall 211 West Thach Ave Auburn, Alabama 36849 Donna Howell Manual Posting	N	0
9	Belhaven University 1500 Pechtree Street Jackson, Mississippi 39202 Phone : 601-968-5940 Mark Hunter Manual Posting	N	0
10	Binghamton University 4400 Vestal Pkwy e Binghamton, New York 13902 Phone : 607-777-2400 Kathie Boice Manual Posting	N	0
11	Boston University 100 Bay State Road Sixth Floor Boston, Massachusetts 02215 Phone : 2514341013 Donna Howell Manual Posting	N	0
12	Brigham Young University A-209 ASB Provo, Utah 84602 Phone : 2514341013 Donna Howell Manual Posting	N	0
13	Brown University 75 Waterman Street Providence, Rhode Island 02912 Phone : 401-863-1000 Julia Sepulevda Avalos Manual Posting	N	0

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14	Butler University 4600 Sunset Ave Indianapolis, Indiana 46208 Phone : 2514341013 Donna Howell Manual Posting	N	0
15	Career Builders 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Rosemary Haefner Manual Posting	N	0
16	Career or Job Fair - See Section III	N	1
17	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	2
18	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
19	Corporate Recruiter	N	1
20	Current Employee	N	12
21	CYNOPSIS P.O. BOX 9187 Gaithersburg, Maryland 20898-9187 Phone : 9175453129 Email : <a href="mailto:john@cynopsis.com">john@cynopsis.com</a> Fax : 1-203-386-8855 John Cox	N	0
22	Employee Referral	N	13

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23	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32302 Phone : 850-681-6444 Url : <a href="http://www.fab.org">http://www.fab.org</a> Email : <a href="mailto:lvarn@fab.org">lvarn@fab.org</a> Lindsey Varn	N	0
24	Former Employee Referral	N	1
25	Frank Magid & Associates Talent Placement Services One Research Center Marion, Iowa 52302 Phone : 319-377-7345 Url : <a href="http://www.magid.com">http://www.magid.com</a> Email : <a href="mailto:bfrye@magid.com">bfrye@magid.com</a> Fax : 1-319-377-5861 Barbara Frye	N	0
26	Georgia State University 260 University Cntr Courtland Street Atlanta, Georgia 30303 Donna Howell Manual Posting	N	0
27	Glassdoor Inc. 100 Shoreline Hwy BLG A Mill Valley, California 94941-3649 Phone : 415-339-6698 Url : <a href="http://www.glassdoor.com">www.glassdoor.com</a> Molly McKinstry Manual Posting	N	0
28	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a> Human Resources Manual Posting	N	10
29	Gray.TV 4370 Peachtree Road. NE STE 2 Atlanta, Georgia 30319 Phone : 251-434-1013 Url : <a href="https://gray.tv">https://gray.tv</a> Email : <a href="mailto:dhowell@fox10tv.com">dhowell@fox10tv.com</a> Donn Howell	N	0

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30	Hamilton College 198 College Hill Road Clinton, New York 13323 Phone : 2514341013 Donna Howell Manual Posting	N	0
31	I-Hire Broadcasting 41 E All Saints Street Frederick, Maryland 21701 Phone : 866-238-0161 Steve Flook Manual Posting	N	0
32	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	27
33	Internal Transfer/Promotion	N	3
34	Johns Hopkins University 242 Garland Hall Baltimore , Maine 21218 Donna Howell Manual Posting	N	0
35	Johnson & Wales University 8 Abbott Park Pl Providence, Rhode Island 02903 Phone : 2514341013 Donna Howell Manual Posting	N	0
36	Linked In - not directly contacted by SEU	N	6
37	LinkedIn 1000 West Maude Avenue Sunnyvale, California 94085 Phone : 855-655-5653 Url : www.linkedin.com Jeff Weiner Manual Posting	N	0

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38	North Central College 30 N Brainard Street Naperville, Illinois 60540 Phone : 2514341013 Donna Howell Manual Posting	N	0
39	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 2514341013 Donna Howell Manual Posting	N	0
40	Pensacola News Journal 101 E Romana Street Pensacola, Florida 32502 Phone : 8669371867 Url : www.pnj.com Patricia Hinton Manual Posting	N	0
41	Radford University 801 E Main St Radford, Virginia 24142 Phone : 2514341013 Donna Howell Manual Posting	N	0
42	Rutgers University - New Brunswick College Avenue New Brunswick, New Jersey 08901 Phone : 2514341013 Donna Howell Manual Posting	N	0
43	Saddleback College 28000 Marguerite Pkwy Mission Viejo , California Phone : 2514341013 Donna Howell Manual Posting	N	0



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44	Salt Lake Community College 4600 Redwood Road Salt Lake City, Utah 84123 Phone : 2514341013 Donna Howell Manual Posting	N	0
45	Southwest Minnesota State University 1501 State St. Marshall , Minnesota 56258 Phone : 507-537-6017 Melissa Scholten Manual Posting	N	0
46	Spots N Dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Ext.701 Email : ads@spotsndots.com Emily McKay	N	0
47	Springhill College 4000 Dauphin Street Mobile, Alabama Phone : 251-380-3474 Url : <a href="http://adminblogs.shc.edu/careerservices/for-emplo">http://adminblogs.shc.edu/careerservices/for-emplo</a> Jeremy Moore Manual Posting	N	0
48	St. Charles Community College 4601 Mid Rivers Mall Drive Cottleville, Missouri 63376 Phone : 2514341013 Donna Howell Manual Posting	N	0
49	Station website posting	N	2
50	The Ohio State University 281 W Lane Ave Columbus, Ohio 43210 Phone : 12514341013 Donna Howell Manual Posting	N	0

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51	The Troy University 135 Adams Administration Bldg Troy, Alabama 36082 Phone : 334-983-6556 Url : <a href="http://www.troy.edu/careerservices">http://www.troy.edu/careerservices</a> Email : <a href="mailto:jkrist@troy.edu">jkrist@troy.edu</a> Joanne Krist	N	0
52	The University Of Alabama 700 University Blvd 430 b Phifer Hall Tuscaloosa , Alabama 35401 Donna Howell Manual Posting	N	0
53	The University of Arizona Global Campus 180 S Arizona Avenue Chandler, Arizona 85225 Phone : 2514341013 Donna Howell Manual Posting	N	0
54	The University of Michigan 500 S State Street Ann Arbor, Michigan 48109 Phone : 734-764-1817 Employer Relations Manual Posting	N	0
55	Tulane University 6823 St. Charles Street New Orleans, Louisiana 70118 Phone : 504-865-5000 Geneva Torrence Manual Posting	N	0
56	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	0

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57	University Of Arizona 1200 E University Blvd Tucson, Arizona 85721 Phone : 2514341013 Donna Howell Manual Posting	N	0
58	University Of Colorado Denver 900 Auraria Parkway Denver, Colorado 80204 Phone : 2514341013 Donna Howell Manual Posting	N	0
59	University of Georgia room 209 Journalism Bldg Athens, Georgia 30602 Phone : 706-542-2006 Aaron Brown Manual Posting	N	0
60	University Of Maryland College Park College Park, Maryland 20742 Phone : 2514341013 Donna Howell Manual Posting	N	0
61	University of Miami Sanfor Drive Coral Gables, Florida 33124 Richard Combs Manual Posting	N	0
62	University of Missouri-Columbia Lewis Hall 125 Columbia, Missouri Donna Howell Manual Posting	N	0
63	University of Mobile 5735 College Parkway Mobile, Alabama 36613 Phone : 251-442-2877 Url : www.umobile.edu Brenda Davis Manual Posting	N	0

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64	University of North Carolina-Chapel Hill 204 E Cameron Ave Chapel Hill, North Carolina 919-962-6507 Teresa Holt Manual Posting	N	0
65	University Of Oregon 1585 East 13th Avenue Eugene, Oregon 97403 Phone : 2514341013 Donna Howell Manual Posting	N	0
66	University of South Alabama 390 Alumni Circle Mobile, Alabama 36688 Donna Howell Manual Posting	N	0
67	University of South Carolina 1005 Idlewilde Blvd Columbia, South Carolina 29208 Phone : 803-777-0169 Luci Devore Manual Posting	N	0
68	University of Washington 1410 NE Campus Pkwy Seattle, Washington 98195 Phone : 2514341013 Donna Howell Manual Posting	N	0
69	Villanova University 800 Lancaster Ave Villanova, Pennsylvania 19085 Phone : 2514341013 Donna Howell Manual Posting	N	0
70	Wake Forest University 1834 Wake Forest Rd Winston-Salem , North Carolina 27109 Phone : 336-758-5000 Caroline Moore Manual Posting	N	0

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71	WALA On-Air Advertising 1501 Satchel Paige Dr Mobile, Alabama 36606 Phone : 251-434-1013 Email : predd@fox10tv.com Donna Howell	N	0
72	WALA-TV Website 1501 Satchel Paige Drive Mobile, Alabama 36606 Phone : 251-434-1013 Url : http://www.fox10tv.com Email : dhowell@fox10tv.com Donna Howell	N	0
73	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
74	Xavier University 3800 Victory Parkway Cincinnati, Ohio 45207 Phone : 2514341013 Donna Howell Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>78</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	12/1/2022	Establishment of training programs for station personnel	Our GM attended a conference designed to develop leadership and professional skills.	1	GM/VP
2	12/5/2022	Provision of training to management	Our News Director participated in a training on the Investigative Mindset designed to increase professional skills.	1	News Director
3	12/8/2022	Establishment of an intern program designed to assist members of the community	WALA Offers an internship program for college students to provide instruction and exposure to the work environment. These internships are granted to students from various accredited colleges and universities. We have two students to participate as weather interns from Dec. 2022 - May 2023	2	Weather Intern Weather Intern
4	1/20/2023	Establishment of training programs for station personnel	Alabama Broadcast Association Producer Camp. Producer training on What Journalist stand for, Power Writing Part 1 & 2. The producer's role in ethical decision making and what your news director needs from you.	2	Producer Producer
5	1/23/2023	Participation in events or programs sponsored by educational institutions	Presentation at University of South Alabama to Broadcast Students and Meteorology Students. Held one on one meetings with students to talk about Career opportunities in Broadcast Journalism and Meteorology.	3	GM/VP News Director VP Recruiting.
6	2/8/2023	Participation in events or programs sponsored by educational institutions	Satsuma High School Career Fair. Employees participated in the job fair to teach high school students about a career in television.	2	MMJ MMJ
7	2/16/2023	Participation in events sponsored by organizations representing the community	Saraland High School Career Day. Student got the opportunity to speak with MMJ/Reporter and Lifestyle Host to learn about their jobs in the broadcast field. The goal was to open their eyes to all of the options in different fields of Television.	2	MMJ/Reporter Host/Anchor
8	4/20/2023	Provision of training to management	Joan Stewart from Wiley Rein LLP presented a webinar on the FCC's Equal Employment Opportunity Rules	50	Office Manager

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9	6/1/2023	Establishment of an intern program designed to assist members of the community	WALA offers internship opportunities to eligible students, to provide hands-on learning experience for students looking to gain knowledge and insight about the broadcast industry. Students are eligible for an internship by being enrolled at a college or university. Internships are offered in a variety of departments at the station, including News, Marketing, Promotion, Programming, Sales and Production. During the reporting year, four interns participated in our program.	4	Marketing Intern MMJ Intern Sports Intern Sports Intern
10	8/2/2023	Participation in events sponsored by organizations representing the community	We participated in the NABJ conference to discuss jobs at Gray-tv and our station.	1	Anchor
11	8/3/2023	Provision of training to personnel of unaffiliated non-profit organizations	NABJ - Leadership Academy Mentoring Program by Stellantis.	1	Digital Sales Manager